



April 17, 2006

To All Employees,

One of the critical challenges we face in city government is maintaining public trust. To meet this challenge, each of us must act with honesty and integrity in our work every day.

We are all responsible for upholding the City's ethical standards. The most effective way to prevent unethical and illegal acts is to do what is right and to speak up when you see others doing wrong.

The City is initiating a new program, Integrity Matters, to encourage you to make the best decisions in your own behavior and to report behavior that violates our standards of conduct. We will use printed materials and regular discussions of important issues to promote a culture of ethics within city government.

Although we encourage you to talk to your supervisor when you see or suspect unethical, fraudulent, or illegal acts, we realize that it is not always possible. Therefore, we are working with an independent company, The Network, to provide a special 800 number if you want to speak up and remain anonymous. This service is called the Integrity Line. It is available 24 hours a day, 7 days a week, and allows you to report wrongdoing without fear of retaliation.

Integrity does matter. Being honest and trustworthy in our dealings with each other and with citizens makes our City a better place to work and live. But we can't do the job alone. We need your help in making the program a success.

Sincerely,

A handwritten signature in black ink that reads 'Shirley Franklin'. The signature is written in a cursive, flowing style.

Shirley Franklin